

High Sick Leave Consumption 40 Hr Employees Louisville Fire Department



KPI Owner: Lt. Col. Adkisson

Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY12; 2.25 avg. employees per month Goal: No more than 5% of 40 hour employees with high sick leave consumption Benchmark: 15% of total employees	Data Source: Psoft Payable Time Goal Source: OPI Benchmark Benchmark Source: OPI Internal Study	Plan-Do-Check-Act Step 8: Monitor and diagnose Measurement Method: The number of 40 Hour employees in a department who have used 9 or more out of 12 sick days in a 12 month period Why Measure: Promote a culture where sick time is used appropriately Next Improvement Step: TBD

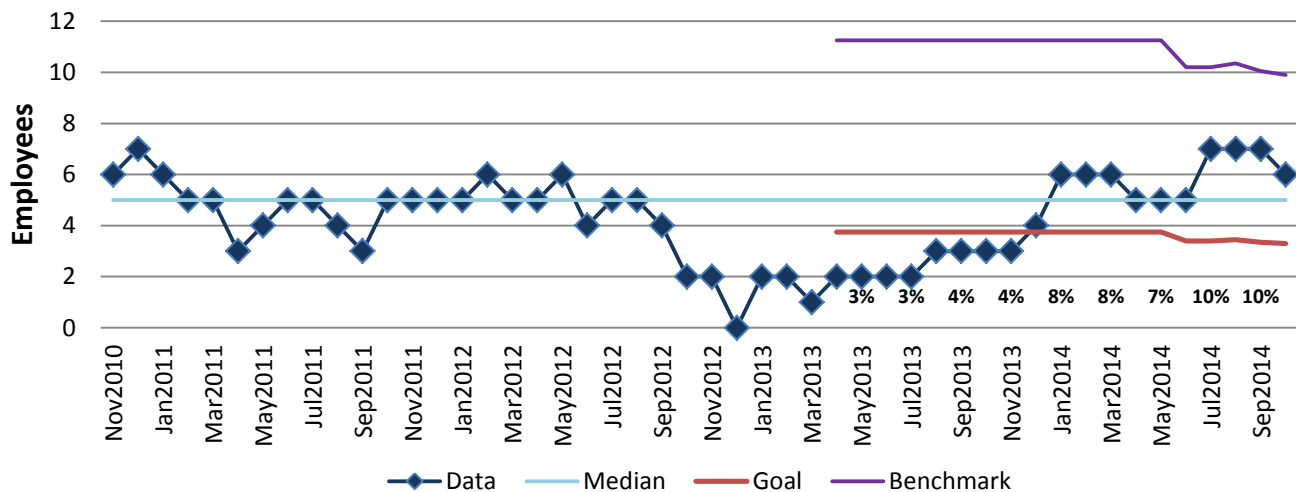
How Are We Doing?

Oct2013-Oct2014 12 Month Avg Goal	Oct2013-Oct2014 12 Month Average		Oct2014 Goal	Oct2014 Actual	
4	6		3	6	
Employees	Employees		Employees	Employees	

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Good



Nov2013-Oct2014 Pareto Analysis

